

Equality Impact Assessment

Introductory Information

Budget/Project name

Mental Health Market Position Statement,
Prevention Commissioning and Delivery
Plan

Proposal type

- Budget
- Project

Reference number

1257

Decision Type

- Coop Exec
- Committee (e.g. Health Committee)
- Leader
- Individual Coop Exec Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g. Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Cabinet Member

Cllr George Lindars-Hammond
Councillor Angela Argenzio

Entered on Q Tier

- Yes
- No

Year of proposal(s)

- | | | | | |
|-----------------------------|--|-----------------------------|-----------------------------|-----------------------------|
| <input type="radio"/> 21/22 | <input checked="" type="radio"/> 22/23 | <input type="radio"/> 23/24 | <input type="radio"/> 24/25 | <input type="radio"/> other |
|-----------------------------|--|-----------------------------|-----------------------------|-----------------------------|

EIA date

12/9/22

EIA Lead

- | | |
|--|--|
| <input type="radio"/> Adele Robinson | <input checked="" type="radio"/> Ed Sexton |
| <input type="radio"/> Annemarie Johnston | <input type="radio"/> Louise Nunn |
| <input type="radio"/> Bashir Khan | <input type="radio"/> Michael Bowles |
| <input type="radio"/> Beth Storm | <input type="radio"/> Michelle Hawley |
| <input type="radio"/> Diane Owens | <input type="radio"/> Rosie May |

Person filling in this EIA form

Louisa King

Lead officer

Tim Gollins / Catherine Bunten

Lead Corporate Plan priority

- | | | | | |
|--|--------------------------------------|---|---|---|
| <input type="radio"/> An In-Touch Organisation | <input type="radio"/> Strong Economy | <input type="radio"/> Thriving Neighbourhoods and Communities | <input type="radio"/> Better Health and Wellbeing | <input type="radio"/> Tackling Inequalities |
|--|--------------------------------------|---|---|---|

Portfolio, Service and Team

Cross-Portfolio

Yes No

Portfolio

People

Is the EIA joint with another organisation (eg NHS)?

Yes No

Brief aim(s) of the proposal and the outcome(s) you want to achieve

This paper sets out a proposed Market Position Statement to set out our commissioning intentions regarding support to people experiencing mental ill health in the city, proposals regarding recommissioning of prevention contracts, and a Mental Health Social Care Delivery Plan to ensure that we have robust response towards supporting people experiencing mental ill health in the City with partners.

Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

More information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Note the EIA should describe impact before any action/mitigation. If there are both negatives and positives, please outline these – positives will be part of any mitigation. The action plan should detail any mitigation.

Overview

Briefly describe how the proposal helps to meet the Public Sector Duty outlined above

The proposal is an active example of the Council's obligations under the Public Sector Equality Duty to have due regard to the need to reduce inequality between people sharing a protected characteristic (in this instance, mental ill health as a category of disability) and those who do not, namely to:

- eliminate discrimination, harassment and victimisation,
- advance equality of opportunity, and
- foster good relations.

Moreover, there are further inequalities and intersectionalities within the broad remit of mental health itself that the Framework will need to consider. For example, as cited in the Commission for Equality in Mental Health report, 2020:

- People within black and African-Caribbean communities may be more likely to experience post-traumatic stress disorder, schizophrenia and suicide risk, and to be sectioned under the Mental Health Act;
- Women are significantly more likely to experience physical or sexual abuse and associated mental health problems;
- LGBTQ+ people are more likely to face mental ill health but have lower IAPT recovery rates;
- People with autism and deaf people are much more likely to experience poor mental health;

- There are strong associations between mental ill health and children and adults living in higher deprivation areas (and similar lower IAPT recovery rates);
- People over the age of 65 may less likely to be recognized as needing therapy support.

Impacts

Proposal has an impact on

<input type="radio"/> Health	<input type="radio"/> Transgender
<input type="radio"/> Age	<input type="radio"/> Carers
<input type="radio"/> Disability	<input type="radio"/> Voluntary/Community & Faith Sectors
<input type="radio"/> Pregnancy/Maternity	<input type="radio"/> Cohesion
<input type="radio"/> Race	<input type="radio"/> Partners
<input type="radio"/> Religion/Belief	<input type="radio"/> Poverty & Financial Inclusion
<input type="radio"/> Sex	<input type="radio"/> Armed Forces
<input type="radio"/> Sexual Orientation	<input type="radio"/> Other

Give details in sections below.

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

Yes No *if Yes, complete section below*

Staff

Yes **No**

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium **High**

Details of impact

This is a Market Position Statement for the whole of Sheffield adult social care mental health, a delivery plan for the areas of work needed, and a commissioning plan for preventing episodes of mental ill health across the Sheffield population. It is a real and exciting opportunity to begin to set out what work is needed from a commissioning perspective and to learn from our local and national evidence base about what works and how we can support people towards wellbeing, independence, and recovery. This will all have a positive impact on people's health and wellbeing as it will ensure they get the care and support they need as detailed in their Care Act assessment and/or support in the prevention of mental ill health.

Comprehensive Health Impact Assessment being completed

Yes **No**

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes No

Health Lead

Age

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Focus is on adults of working age (18-64).

Disability

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

- None Low Medium High

Details of impact

This will have a positive impact on people's health and wellbeing (mental health is often described as a disability) as it will ensure they get the care and support they need as detailed in their Care Act assessment and/or support in the prevention of mental ill health.

Pregnancy/Maternity

Staff

- Yes No

Impact

- Positive Neutral Negative

Level

- None Low Medium High

Details of impact

Customers

- Yes No

Impact

- Positive Neutral Negative

Level

- None Low Medium High

Details of impact

Services are available to those who fall into this category.

Race

Staff

- Yes No

Impact

- Positive Neutral Negative

Level

- None Low Medium High

Details of impact

Customers

- Yes No

Impact

- Positive Neutral Negative

Level

- None Low Medium High

Details of impact

It is possible that supporting black and minority ethnic communities with their mental health will be part of the proposed prevention commissioning. Priorities will be determined with VCSE organisations.

Religion/Belief

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Sex

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

It is possible that supporting women with their mental health will be part of the proposed prevention commissioning. Priorities will be determined with VCSE organisations.

Sexual Orientation

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

It is possible that supporting LBGTQI groups with their mental health will be part of the proposed prevention commissioning. Priorities will be determined with VCSE organisations.

Transgender

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

As above

Carers

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Details of impact

It is possible that supporting carers with their mental health will be part of the proposed prevention commissioning and/or that all of the activities outlined will support carers better by virtue of providing service users with a better support offer.

Voluntary/Community & Faith Sectors

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

The aim of this proposed procurement is that new and smaller provider services will be encouraged to engage with the contract and we will work closely with VCSE organisations to determine our commissioning priorities.

Cohesion

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Supporting people towards independence helps communities.

Partners

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Some staff employed by organisations that are being decommissioned will be affected. Impact assessments will be carried out.

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

The aim of this proposed procurement is that new and smaller provider services will be encouraged to engage with the contract and we will work closely with VCSE organisations and partnerships to determine our commissioning priorities.

Poverty & Financial Inclusion

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Armed Forces

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Other

Staff

Yes No

Please specify

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Please specify

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Cumulative Impact

Proposal has a cumulative impact

Yes No

<input type="radio"/> Year on Year	<input type="radio"/> Across a Community of Identity/Interest
<input type="radio"/> Geographical Area	<input type="radio"/> Other

If yes, details of impact

Proposal has geographical impact across Sheffield

Yes No

If Yes, details of geographical impact across Sheffield

Local Partnership Area(s) impacted

All Specific

If Specific, name of Local Partnership Area(s) impacted

Action Plan and Supporting Evidence

Action Plan

This work should have a positive impact across all protected groups and particularly on disabled people with mental health problems. We will work with partners to make sure we are supporting people appropriately and monitoring the EIA.

Supporting Evidence (Please detail all your evidence used to support the EIA)

Consultation

Consultation required

- Yes No

If consultation is not required please state why

Are Staff who may be affected by these proposals aware of them

- Yes No

Are Customers who may be affected by these proposals aware of them

- Yes No

If you have said no to either please say why

Impact assessments will be carried out.

Summary of overall impact

Summary of overall impact

Positive

Summary of evidence

Changes made as a result of the EIA

Escalation plan

Is there a high impact in any area?

- Yes No

Overall risk rating after any mitigations have been put in place

High Medium Low None

Review Date

DD/MM/YYYY

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